



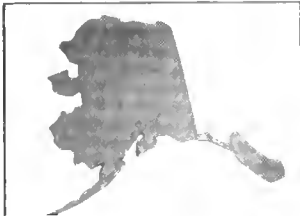
3 9999 06316 903 9

Leave Law

nity/Family

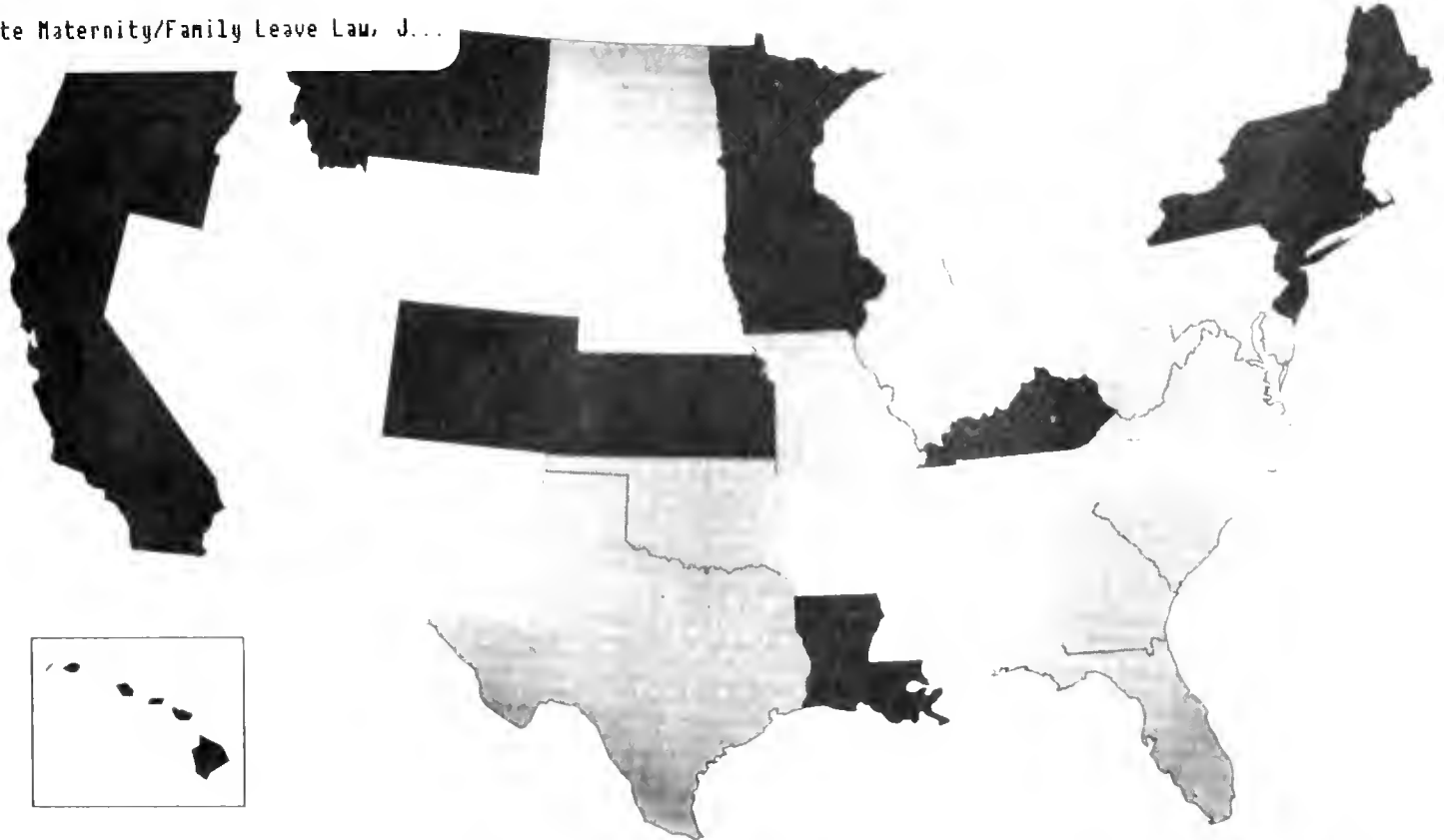


U S Department of Labor
Office of the Secretary
Women's Bureau
June 1993



L 36.102:L 48

State Maternity/Family Leave Law, J...



Material contained in this publication is in the public domain and may be produced, fully or partially, without permission of the Federal Government. Source credit is requested but not required. Permission is required only to produce any copyrighted material contained herein.

This material will be made available to sensory impaired individual upon request.
Voice phone: 202-219-6652
TTD* phone: 1-800-326-2577

*Telecommunications Device for the Deaf

State Maternity/Family Leave Law



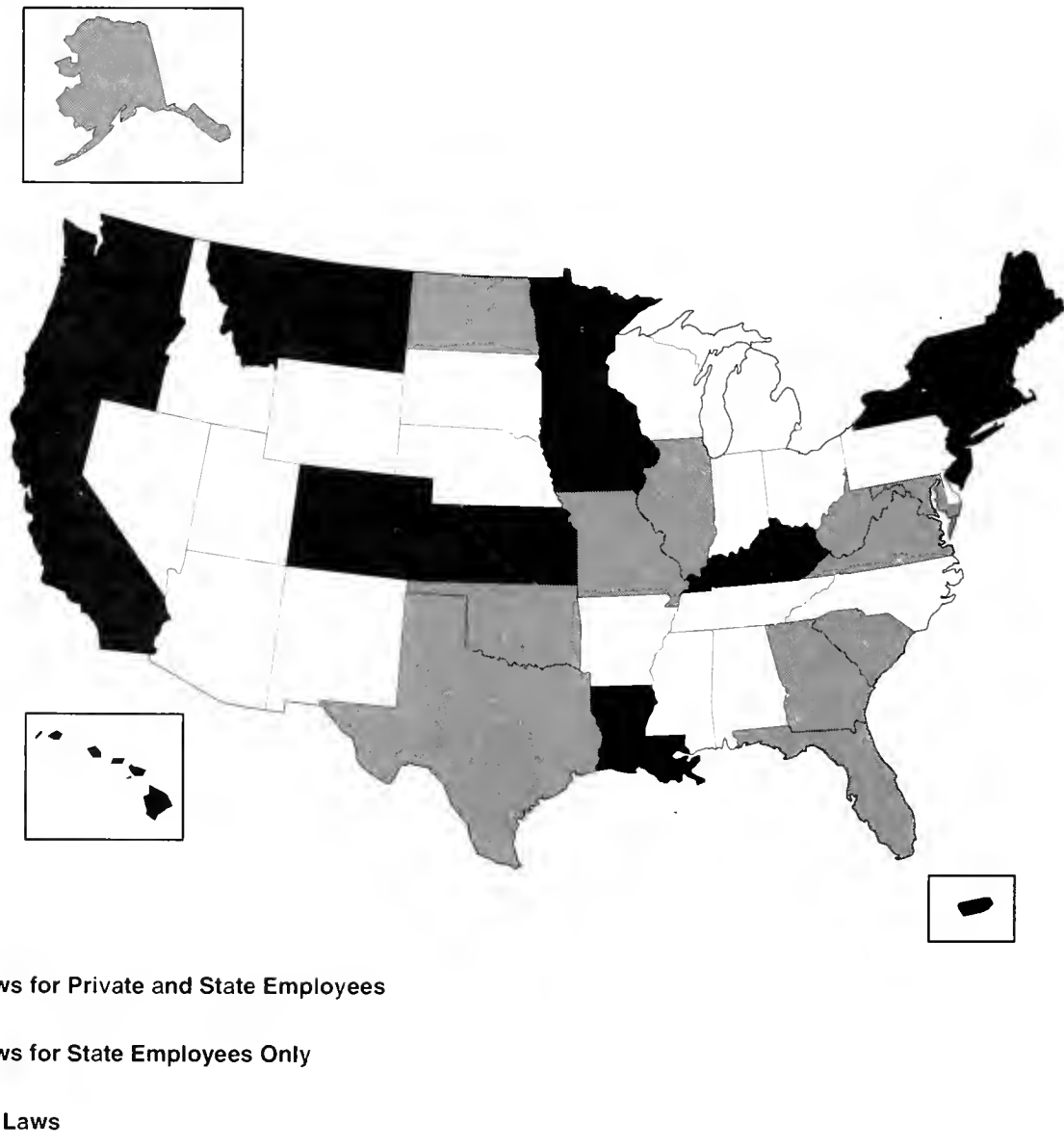
U.S. Department of Labor
Robert B. Reich, Secretary

Women's Bureau
Karen Nussbaum, Director
June 1993

State Maternity/Family Leave Law

Thirty-four States, Puerto Rico, and the District of Columbia have enacted some form of State maternity/family leave law to meet the changing needs of the American work force.¹ Prompted by the recognition of increasing family responsibilities,

including those of single-parent wage earners and dual-career families, these jurisdictions have become laboratories for change, following patterns already established in the private sector and in some collective bargaining agreements.



¹The information in this publication is based on State statutes. Some States may provide comparable leave to State and other public employees through personnel codes, policy, practice, executive order, or management directive. This information may be found in personnel manuals. While these methods and laws set a minimum standard with which employers must comply, many employers voluntarily go beyond these requirements.

New Federal Legislation

Building on State initiatives, Congress has newly enacted the Family and Medical Leave Act of 1993. The Federal law requires employers with 50 or more employees to provide workers with up to 12 weeks of unpaid leave a year for the birth or adoption of a child, or for the foster care of a child, or to care for the illness of a child, spouse, or parent, or because of an employee's own illness. Enacted February 5, 1993, the legislation becomes effective on August 5, 1993, though special rules apply where a collective bargaining agreement is in effect. The new act does not diminish an employer's obligations under any collective bargaining agreement or employment benefit plan providing greater employee family leave rights. Nor does it prohibit an employer from adopting a more generous plan. Further, the Federal law does not supersede any State or local law that provides greater employee family leave rights.

Summary of State Laws

State maternity/family leave laws remain important because they are in effect now and because a few have broader coverage or special provisions not found in the Federal law. These laws vary widely. Twenty-three jurisdictions cover both private and State employees. The remainder apply to State employees only.² Some States with early policies that gave time off only for pregnancy and childbirth broadened them so that working women and men could care for infants, or elderly parents, or other family members with serious health conditions. While some States provide disability leave only when the mother is disabled as a result of pregnancy or childbirth, others provide leave for the illness of most employees.

The duration of leave varies from 16 hours to 1 year. Some States allow for a "reasonable period" of leave; and, in some, the amount of leave is not specified. While such leave is normally unpaid, under some laws employees are entitled, or may be required, to utilize sick or other categories of paid leave, or a combination of paid and unpaid leave. Most States require that after such leave, employees are entitled to job reinstatement to the original or an equivalent position and to retention of seniority and fringe benefits. Several States set requirements for eligibility. In most cases, employees must have worked for 1 year, full-time (35-40 hours a week), and without a break in service. Most laws seek to exempt small businesses, but these are variously defined. Three States have a law exempting employers with fewer than 100 employees, while some State laws apply to employers with even one employee.

Five States and Puerto Rico have temporary disability insurance (TDI) laws that provide partial salary replacements for nonwork-related disabilities, including childbirth and pregnancy-related conditions. TDI laws serve as a complement to the protections of workers' compensation (for work-related injury or illnesses) and unemployment insurance (for persons able and available for work). TDI pays partial salaries to workers during the actual period of disability caused by pregnancy or childbirth on the same basis as other disabilities not due to job-related accident or illness. These laws do not, however, provide for job reinstatement. The percentage of salary paid to these workers varies from 50 to 65 percent of an employee's weekly wages (see Table 2), and the duration of disability pay varies from 26 weeks to 52 weeks.

State maternity/family leave laws are usually enforced and/or administered by State Human Rights or Civil Rights Commissions, and claims for TDI are usually filed with State Departments of Labor (see pages 19-22).

² References to "State employees" sometimes include persons working in other public sector employment, e.g., city, town or municipal agencies, or schools.

Unless otherwise specified, leave is granted on a yearly and a gender-neutral basis. Current minimum requirements for maternity/family leave for each State follow:

ALABAMA. None.

ALASKA. Covers State employees only. The law provides 18 weeks of leave per year for pregnancy and the birth or adoption of a child and 18 weeks every 2 years to care for the illness of a child, spouse, parent, or the illness of the employee. The leave may be unpaid; however, the employee may choose to substitute, or the employer may require the employee to substitute, accrued paid leave. The employee is entitled to be restored to the original or a substantially similar position with substantially similar benefits, pay, and other terms and conditions of employment. The employer is required to maintain coverage under any group health plan at the level and under the conditions that existed before the leave commenced. Eligible employees must have been employed by the employer for at least 35 hours a week for at least 6 consecutive months or for at least 17 1/2 hours a week for at least 12 consecutive months immediately preceding the leave. Employers with fewer than 21 employees are exempt. [Alaska Statutes, Title 23, Chapter 10, Article 8, Sections 23.10.500 through 23.10.550]

ARIZONA. None.

ARKANSAS. None.

CALIFORNIA. Covers State and private sector employees. The law provides 4 months of unpaid leave in a 2-year period for the birth or adoption of a child, or to care for the illness of a child, spouse, or parent. While an employee or the employer may elect to substitute any paid or other unpaid time off, the employer is not required to pay an employee for the leave. The employee is entitled to be restored to the same or a comparable position that has the same or similar duties, pay, and geographic location, without loss of status, longevity, seniority, and any employee benefit plan. During the leave, an employee is allowed to continue to participate in health plans, pension and retirement plans, and supplemental unemployment benefit plans. The employer may require the employee to pay premiums, at the group rate, during the period of leave not covered by any other paid or unpaid time off. The nonpayment of premiums by an employee does not constitute a break in service. Eligible employees must have been employed by the same employer for a period of 1 year of continuous service. Employers with fewer than 50 employees are exempt. An employer may refuse to grant the leave to a salaried employee who is either one of the five highest paid employees, or is among the top 10 percent of the employees in terms of gross salary, whichever group encompasses the greater number of persons employed by the employer at the same location. [California Government Code, Title 2, Part 2.8, Chapter 6, Article 1, Section 12945.2]

Covers State and private sector employees. Another provision, enacted earlier, requires employers of five or more employees to provide 4 months of leave to female employees who are disabled because of pregnancy or childbirth. Such employees are entitled to utilize accrued vacation, disability or sick leave, or any other accrued leave which is made available to temporarily disabled employees. There is no length of service requirement for an employee to be eligible and the employee must be restored to the same position. [California Government Code, Title 2, Part 2.8, Chapter 6, Article 1, Section 12945]

Covers State employees only. Another State provision grants permanent female employees with 1 year of leave without pay for pregnancy, childbirth, and adoption. Male employees are provided with 1 year of leave without pay to care for their newborn or newly adopted child. [California Government Code, Title 2, Part 2.6, Chapter 2.5, Article 11, Section 1991.6]

Additionally, California has a temporary disability insurance law that provides partial salary replacements (see Table 2) for nonwork-related disabilities, including childbirth and pregnancy-related conditions.

COLORADO. Covers State and private sector employees. Employers with one or more employees are required to provide female employees with a "reasonable period" of leave for pregnancy and childbirth. Payment under any health or temporary disability insurance or sick leave plan must be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities. The employee is entitled to job reinstatement to the original job or a position of like status and pay without the loss of service credits, seniority, or other benefits. There is no length of service requirement for an employee to be eligible for the leave. [Colorado Civil Rights Commission, Sex Discrimination Guidelines, Section 80.8 (The guidelines were adopted as required by the Colorado Antidiscrimination Act, Colorado Revised Statutes, Title 24, Article 34, Parts 3 through 7.)]

Covers State and private sector employees. Colorado's adoption law requires employers who permit time off for biological parents following childbirth to make such time off available for adoptive parents. The law requires that any other benefits provided by the employer, such as job guarantee or pay, must be available to both adoptive and biological parents on an equal basis. [Colorado Revised Statutes, Title 19, Article 5, Part 2, Section 19-5-211]

CONNECTICUT. Covers private sector employees. The law requires employers with 100 or more employees to provide 16 weeks of leave, and 12 weeks for employers with 75-99 employees (increases to 16 weeks for firms with 75 or more employees after 7/1/93). The leave is unpaid and can be taken within any 2-year period for the birth or adoption of a child, or to care for the serious illness of a child, spouse, parent, or to care for the illness of the employee. The employee is entitled to be restored to the original or an equivalent position with equivalent pay, or, if not available, to an equivalent position and to all accumulated seniority, retirement, fringe benefits, and other service credits. Employers may allow service credits to accrue during the period of leave. Where an employee is entitled to any other leave or benefits, the benefits granted by this law are reduced by the amount of such other leave or benefits provided by the employer. Eligible employees must have been employed by the employer for 12 months and for 1000 hours in the 12 months prior to the leave. While employers with fewer than 75 employees are exempt, the number of employees of an employer shall be determined on October 1 annually. [Connecticut General Statutes, Title 31, Chapter 557, Sections 31-51cc through 31-51gg]

Covers State employees only. The law provides 24 weeks of unpaid leave within any 2-year period for the birth or adoption of a child, or to care for the illness of a child, spouse, parent, or to care for the illness of the employee. The employee is entitled to be restored to the original or an equivalent position with equivalent pay, and to all accumulated seniority, retirement, fringe benefits, and other service credits. Such service credits shall not accrue during the period of leave. Leave of absence benefits granted by this law are in addition to any other paid leave benefits which are otherwise available to the employee. While the law requires the State to pay for the continuation of health insurance benefits during the leave, employees must continue to pay their portion of the premium. An eligible employee must be classified as a permanent appointment. [Connecticut General Statutes, Title 5, Chapter 67, Section 5-248a]

Covers State and private sector employees. Employers with three or more employees are required to provide a female employee with a "reasonable leave of absence" for disability resulting from her pregnancy. The employee is entitled to any compensation as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer. She is entitled to be restored to her original or an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits, and other service credits. [Connecticut General Statutes, Title 46a, Chapter 814c, Part II, Section 46a-60 and Part III, Sections 46a-82 through 46a-96]

DELAWARE. Covers State employees only. The law provides 6 weeks of unpaid leave for adoption, with job reinstatement to the original position. The employee does not accumulate vacation or sick leave during the leave without pay. Eligible employees must have been continuously employed on a full-time basis for a period of 1 year. [Delaware Code Annotated, Title 29, Part V, Chapter 51, Section 5116]

DISTRICT OF COLUMBIA. Covers public and private sector employees. The law provides 16 weeks of leave during a 2-year period for the birth or adoption of a child, or for acquiring a foster child, or to care for the illness of a family member (child, spouse, parent, blood relative, or a person with whom the employee has shared, within the last year, a mutual residence and committed relationship), or to care for the illness of the employee. The leave may consist of unpaid leave. Any paid leave provided by the employer that the employee elects to use will count against the 16 weeks of leave. The employee is entitled to be restored to the original or equivalent position, employment benefits, pay, seniority, and other terms and conditions of employment. An employer is not required to allow for the accrual of seniority or employment benefits during the leave. The employer is required to maintain coverage under any group health plan for the duration of the leave at the same level and under the same conditions that coverage was provided before the leave commenced. An employer may require the employee to continue to make any contributions to a group health plan that the employee would have made if the leave had not been taken. Eligible employees must have been employed by the same employer for a period of 1 year and worked at least 1000 hours without a break in service. Employers with fewer than 50 employees are exempt. After April 1, 1994, employers with fewer than 20 employees will be exempt. [District of Columbia Code Annotated, Title 36, Part V, Chapter 13, Sections 36-1301 through 1316]

FLORIDA. Covers State employees only. The law provides 6 months of unpaid leave for the birth or adoption of a child, or to care for the illness of a child, spouse, or parent. Employees are entitled to use annual leave credits. The use of sick leave is permitted when supported by a physician or established policy. The employee is entitled to be restored to the same or an equivalent position, pay, seniority, retirement, and other service credits. If any portion of the leave is paid leave, the employee is entitled to accumulate all benefits granted under paid leave status. Eligible employees must have career service status. [Florida Statutes, Title X, Chapter 110, Part II, Section 110.221]

GEORGIA. Covers State employees only. The law provides 12 weeks of leave for the birth or adoption of a child, or to care for the serious health condition of a child, spouse, parent, spouse's parent, or for the serious health condition of the employee. The leave is unpaid unless the employer approves use of accrued sick and annual leave. The employee is entitled to be restored to the original or an equivalent position, employment benefits, pay, and other terms and conditions of employment. An employer is not required to allow accrual of any seniority or employment benefits during the leave. The employer is required to maintain coverage under any group health plan during the leave, but all employee copayments and deductibles continue to apply. Eligible employees must have been employed on a full-time basis by the employer for at least 12 months. An employer may deny restoration to the original or an equivalent position, if the worker is among the highest paid 10 percent of its employees within 75 miles of the facility where the worker is employed, upon a finding that denial is necessary to prevent economic injury to the employer, and certain notice is provided. [Official Code of Georgia Annotated, Title 45, Chapter 24, Sections 45-24-1 through 45-24-9]

HAWAII. Covers State and private sector employees (effective January 1, 1994, for private sector). The law provides 4 weeks of leave for the birth or adoption of a child, or to care for the illness of a child, spouse, or parent. The leave can be unpaid, paid, or a combination of both. The employee or employer may elect the use of any accrued paid leave. The employee is entitled to be restored to the original or an equivalent position,

employment benefits (includes group life insurance, health insurance, disability insurance, sick leave, annual leave, and pensions), pay, seniority, and other terms of employment. The law does not entitle or deny any accrual of seniority or employment benefits during any period during the leave of absence. Eligible employees must have been employed by the employer for 6 months without a break in service. Employers with fewer than 100 employees are exempt. [Hawaii Revised Statutes, Title 21, Chapter 398, Sections 1-10 and Title 7, Chapter 79, Section 79-32]

Covers State and private sector employees. Employers with one or more employees are required to provide female employees with a "reasonable period of leave" for disability resulting from pregnancy or childbirth. The leave can be with or without pay and requires that the employee be restored to her original job or to a position of comparable status and pay, without loss of accumulated service credits and privileges. [Department of Labor and Industrial Relations, Sex Discrimination Rules, Title 12, Chapter 46, Subchapter 4, Sections 12-46-101 through 12-46-108 (The rules were authorized by Hawaii Revised Statutes, Part 1, Chapter 378.)]

Additionally, Hawaii has a temporary disability insurance law that provides partial salary replacements (see Table 2) for nonwork-related disabilities, including childbirth and pregnancy-related conditions.

IDAHO. None.

ILLINOIS. Covers State employees only. The law provides 1 year of unpaid leave to meet a bona fide family responsibility, including leave for the birth or adoption of a child, or to provide care for the illness of a resident of the employee's household or member of the employee's family. The employee is entitled to be restored to the same position and classification. Seniority is not reduced during the leave, and coverage under any group health, hospital, medical, and life insurance plan provided through the State is continued so long as the employee pays the full premium incident to such coverage. Eligible employees must have permanent full-time status. (Note: The law does not necessarily apply to those State employees in the judicial branch, legislative branch, or in the executive branch of government under a Constitutional officer other than the Governor.) [20 ILCS 415/8c]

INDIANA. None.

IOWA. Covers State and private sector employees. The law provides 8 weeks of leave for disabilities caused or contributed to by pregnancy and childbirth. The law requires that extensions of leave, job reinstatement, payment under any health or temporary disability insurance, sick leave plan, accrual of seniority, and other benefits and privileges be granted on the same terms and conditions as other temporary disabilities. Where the leave is not available under any plan, the employer must grant an unpaid leave of absence for up to 8 weeks. Employers with fewer than 4 employees are exempt. [Code of Iowa, Title XXIX, Chapter 601A, Section 601A.6]

Covers State employees only. Permanent full-time and permanent part-time employees may use accrued sick leave for disabilities resulting from pregnancy and childbirth. [Code of Iowa, Title IV, Chapter 79, Section 79.1]

KANSAS. Covers State and private sector employees. Employers are required to provide female employees with "a reasonable period" of leave for disabilities caused or contributed to by pregnancy and childbirth. The duration of leave, availability of extensions, accrual of seniority and other benefits and privileges, reinstatement, and payment under any health or temporary disability insurance or sick leave plan are to be granted on the same terms and conditions as they are applied to other temporary disabilities. The employee is entitled, however, to be reinstated to her original job or to a position of like status and pay without loss of service credits, seniority, or

other benefits. Employers with fewer than four employees are exempt. [Guidelines on Discrimination Because of Sex, Article 32, Section 21-32-6 (adopted by the Kansas Commission on Civil Rights in accordance with Kansas Statutes Annotated, Chapter 44, Article 10, Section 44-1004(3))]

KENTUCKY. Covers State and private sector employees. The law provides 6 weeks of leave for the adoption of a child under the age of 7. The law does not specify job reinstatement, or whether there is an eligibility requirement, or whether the employee retains seniority and other fringe benefits, or any employer exemptions. [Kentucky Revised Statutes Annotated, Title XXVII, Chapter 337, Section 337.015]

LOUISIANA. Covers State and private sector employees. The law provides female employees with 4 months of leave for temporary disability because of pregnancy or childbirth. Six weeks of leave is provided for normal pregnancy or childbirth. The employee is entitled to receive the same benefits or privileges of employment, including disability or sick leave or any other accrued leave which is made available by the employer to employees not so affected who are similar in their ability or inability to work. Employers with 25 or fewer employees are exempt. [Louisiana Revised Statutes, Title 23, Chapter 9, Part VIII, Section 23:1008]

MAINE. Covers State and private sector employees. The law provides 10 weeks of leave in any 2 years for the birth or adoption of a child, or to care for the illness of a child, spouse, parent, or to care for the illness of the employee. The leave may be unpaid. If an employer provides paid leave for fewer than 10 weeks, the additional weeks of leave added to attain the total of 10 weeks required may be unpaid. The employee is entitled to be restored to the original or a position with equivalent seniority, employee benefits, pay and other terms and conditions of employment. The employer is required to make it possible for employees to continue their employee benefits at the employee's expense. The employer and employee, however, may negotiate for the employer to maintain benefits at the employer's expense. Eligible employees must have been employed by the same employer for a period of 1 year without a break in service. Employers with fewer than 25 employees at a permanent work site are exempt. [Maine Revised Statutes, Title 26, Chapter 7, Subchapter VI-A, Sections 843 through 849]

MARYLAND. Covers State employees only. The law provides 12 weeks of leave for the birth or adoption of a child, or for acquiring a foster child, or to care for the illness of a child, spouse, parent, or legal dependent. In addition, the law includes a provision which allows an employee to use the leave to care for school-age children under the age of 14 years during periods of school vacation. The leave is unpaid, but an employee may be required to exhaust accrued leave. The employee is entitled to be restored to the original position. All benefits, including health care, are suspended for the period of leave. The employee may, however, continue such benefits by paying their full cost, including the share ordinarily paid by the State. The leave may not be counted as time in State service for retirement or other purposes. Eligible employees must have completed a probationary period. [Maryland Annotated Code, Article 64A, Section 37C]

MASSACHUSETTS. Covers State and private sector employees. The law provides female employees with 8 weeks of leave for the birth or adoption of a child. At the discretion of the employer, leave may be paid or unpaid. The employee is entitled to be restored to the original or similar position with the same status, pay, length of service credit and seniority, plus any programs, advantages, or rights of employment for which she was eligible at the date of her leave. The employer is not required to pay for the cost of any benefits, plans, or programs during the period of leave unless such employer so provides for all employees on leave of absence. Eligible employees must have completed the initial probationary period set by the terms of employment or, if there is no probationary period, have worked for the employer for at least 3 consecutive months as a full-time employee. Employers with fewer than six employees are exempt. [Massachusetts Annotated Laws, Part I, Title XXI, Chapter 149, Section 105D and Chapter 151B, Section 1]

MICHIGAN. None.

MINNESOTA. Covers State and private sector employees. The law provides 6 weeks of unpaid leave for the birth or adoption of a child. The leave may be reduced by any period of paid parental or disability leave, but not accrued sick leave, so that the total leave does not exceed 6 weeks, unless agreed to by the employer. The employee is entitled to be restored to the original or a comparable position, number of hours, and pay, plus any automatic adjustments in the employee's pay scale that occurred during the leave. The employee retains all accrued preleave benefits of employment and seniority. The employer is not required to pay the costs of insurance or health care, but must continue to make health insurance coverage available to the employee and any dependents during the leave. Under the same law, employees may use personal sick leave benefits provided by the employer for absences due to the illness of an employee's child on the same terms employees are able to use sick leave benefits for their own illness. An employee returning from a leave of absence due to the illness of a child is entitled to return to the employee's former position. Eligible employees must have been employed by the employer for 12 consecutive months and work an average number of hours per week equal to one-half the full-time equivalent position in the employee's job classification. Employers who do not employ 21 or more employees on at least one site are exempt. Another section of the law requires employers who employ one or more employees to grant up to 16 hours of unpaid leave during any 12-month period for school conferences or classroom activities related to an employee's child. Under this section, an employee may substitute any accrued paid vacation or other appropriate paid leave. [Minnesota Statutes, Chapter 181, Sections 181.940 through 181.944]

MISSISSIPPI. None.

MISSOURI. Covers State employees only. The law requires that the same leave granted for the birth of a child must also be granted for the adoption of a child. An employee is entitled to use accrued sick leave, annual leave, or the same leave without pay granted to biological parents. The law requires that an employer not penalize an employee for time off during the leave period. [Missouri Revised Statutes, Title VIII, Chapter 105, Section 105.271]

MONTANA. Covers State and private sector employees. The law provides for a "reasonable period" of leave for pregnancy and pregnancy disability. Employers must grant an employee who is disabled as a result of pregnancy any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer. The employee is entitled to be restored to the original or an equivalent position, pay, and accumulated seniority, retirement, fringe benefits, and other service credits. The law applies to employers with one or more employees. [Montana Code Annotated, Title 49, Chapter 2, Part 3, Section 49-2-310 through 311]

Covers State employees only. Code provisions on State employment permit an employee to use paid sick leave for illness of the employee or an immediate family member. Further, a provision on parental leave permits an employee to take a "reasonable period of absence" and to use sick leave for up to 15 days immediately following the birth or adoption of a child. [Montana Code Annotated, Title 2, Chapter 18, Part 6, Section 2-18-601 and 606]

NEBRASKA. None.

NEVADA. None.

NEW HAMPSHIRE. Covers State and private sector employees. Employers are required to provide female employees with an unspecified period of leave (based on doctor's certification) for the period of temporary physical disability resulting from pregnancy or childbirth. The employee is entitled to be restored to the original or a comparable position. An employee affected by pregnancy or childbirth must be treated in the same manner as any employee affected by any other temporary disability in receipt of benefits under fringe benefit programs. Employers with fewer than six employees are exempt. (New Hampshire Commission for Human Rights, Sex Discrimination Rules, Section 402.03) [The rules were authorized by New Hampshire Revised Statutes Annotated, Title XXXI, Chapter 354-A, Section 354-A:1 through A:14.)]

NEW JERSEY. Covers State and private sector employees. The law provides 12 weeks of leave in any 2-year period for the birth or adoption of a child, or to care for the illness of a child, spouse, or parent. The leave may be paid, unpaid, or a combination of both. If an employer provides paid leave for fewer than 12 workweeks, the additional weeks of leave added to attain the 12 weeks total may be unpaid. The employee is entitled to be restored to the original or an equivalent position of like seniority, status, employment benefits (includes group life insurance, health insurance, disability insurance, sick leave, annual leave, pensions), pay, and other terms and conditions of employment. Eligible employees must have been employed with the same employer for 1 year and have worked at least 1000 hours without a break in service. Employers with fewer than 75 employees from May 4, 1991, to May 3, 1993, are exempt; and from May 4, 1993, and thereafter employers with fewer than 50 employees are exempt. An employer may deny leave if the employee is among the highest paid 5 percent of the employer's employees or the seven highest paid employees of the employer, whichever is greater. [New Jersey Statutes, Title 34, Chapter 11B, Section 34:11B-1 through 11B-16]

Additionally, New Jersey has a temporary disability insurance law that provides partial salary replacements (see Table 2) for nonwork-related disabilities, including childbirth and pregnancy-related conditions.

NEW MEXICO. None.

NEW YORK. Covers State and private sector employees. The law requires that whenever an employer permits an employee to take a leave of absence for the birth of such employee's child, an adoptive parent shall be entitled to the same leave and terms. [New York Labor Law, Article 7, Section 201-c(1) to (3), as amended by Chapter 671]

Additionally, New York has a temporary disability insurance law that provides partial salary replacements (see Table 2) for nonwork-related disabilities, including childbirth and pregnancy-related conditions.

NORTH CAROLINA. None.

NORTH DAKOTA. Covers State employees only. Depending on eligibility, the law provides 2 or 4 months of leave for the birth or adoption of a child, or for acquiring a foster child, or to care for the illness of a child, spouse, or parent. The leave is unpaid unless otherwise specified by agreement between the employer and employee, collective bargaining agreement, or employer policy. The employee is entitled to be restored to the original position if the position is vacant upon the employee's return. If the position is not vacant, the employee is entitled to a position with equivalent compensation, benefits, hours of employment, and other terms and conditions of employment. The employer may not reduce or deny an employment benefit that accrued to the employee before the leave began or accrued after the leave began. The law does not require the accrual of any seniority or employment benefit during the leave, unless otherwise provided by a collective bargaining or other agreement between the employer and employee. The employer must continue to make any group health insurance

coverage or health care plan available to employees and their dependents under the conditions that applied before the leave. The employer is not required to pay any cost of the insurance or health care while the employee is on leave. Eligible employees for 2 months of leave must have been employed by the employer for 1 year and worked an average of 20 hours per week. Eligible employees for 4 months of leave must have been employed by the employer for 1 year and worked an average of 40 hours a week. [North Dakota Century Code, Title 54, Chapter 54-52.4, Section 54-52.4-02 through 54-52.4-09]

OHIO. None.

OKLAHOMA. Covers State employees only. The law provides 12 weeks of leave for pregnancy, or the birth or adoption of a child, or to care for the illness of a child or dependent adult. The employee may use annual leave, enforced leave, leave without pay, and sick leave due to pregnancy, or any one or a combination of these leaves. The employee is entitled to be restored to the original position. While on leave without pay, the employee is entitled to continue the State employee group health and life insurance coverage upon proper payment of premiums. Eligible employees must be permanent classified, regular unclassified, or exempt State employees with 6 months of continuous service. [Oklahoma Statutes, Title 74, Chapter 27A, Section 840.7c]

OREGON. Covers State and private sector employees. For a birth or the adoption of a child under 6 years of age, the law requires employers with 25 or more employees to provide 12 weeks of leave to employees who have been employed by the employer for more than 90 days of continuous service. Female employees can take a leave of a "reasonable period of time" on account of pregnancy or pregnancy disability if a less hazardous or strenuous position is not available and the employer can reasonably accommodate the leave. For family leave, employers with 50 or more employees are required to provide 12 weeks of leave within any 2-year period to care for the illness of a child, spouse, parent, or parent-in-law to employees employed by the employer for 180 days and who have worked an average of 25 hours per week. For parental and pregnancy leave, the employee is entitled to utilize any accrued paid leave during the statutory leave. Unless otherwise specified under an agreement between the employer and the employee, a collective bargaining agreement, or an employer policy, family medical leave is unpaid and benefits are not required to continue or accrue during the leave. However, the employee is entitled to utilize accrued paid vacation leave. Employees are entitled to be restored to the original or an equivalent position, or a suitable position if the original and all equivalent positions are unavailable. There is no loss of seniority, service credits under a pension plan, or any other employee benefit or right. For family medical leave, if an equivalent position is not available at the former job site, the employee may be placed in an equivalent position at an alternative location within 20 miles of the former job site. [Oregon Revised Statutes, Title 51, Chapter 659, Sections 659.360, 659.389, and 659.560 through 659.570]

PENNSYLVANIA. None

PUERTO RICO. Covers public and private sector employees. The law requires that pregnant working woman be provided 8 weeks of prenatal and postnatal rest (generally 4 weeks immediately before and 4 weeks after childbirth). If the employee suffers any postnatal complication after the 4-week period from the date of childbirth, the employer is required to provide the leave for 12 additional weeks. The employer is required to pay the mother half the salary, wages, day wages, or compensation that she may be receiving for her work. The employer must keep the position open for the employee. An employee would not receive additional compensation when taking the 12 extra weeks as a result of postnatal complication; however, her job must be retained. Every woman employed, through salary, wages, day wages, or any other kind of compensation, is eligible for the leave. The law applies to employers with one or more employees. [Laws of Puerto Rico Annotated, Title 29, Part I, Chapter 19, Sections 467 through 474]

Additionally, Puerto Rico has a temporary disability insurance law that provides partial salary replacements (see Table 2) for nonwork-related disabilities, including childbirth and pregnancy-related conditions.

RHODE ISLAND. Covers State and private sector employees. The law provides 13 consecutive weeks of leave in any 2-year period for the birth or adoption of a child, or to care for the illness of a child, spouse, parent, or to care for the illness of the employee. The leave may be unpaid. If an employer provides paid leave for fewer than 13 weeks, the additional weeks of leave added to attain the total 13 weeks may be unpaid. The employee is entitled to be restored to the original or equivalent position, seniority, status, employment benefits, pay, and other terms and conditions of employment. The employer is required to maintain any existing health benefits of the employee during the leave. However, the employee must pay the employer a sum equal to the premium required to maintain the health benefits prior to the commencement of the leave. The employer must reimburse such payment to the employee within 10 days following the employee's return to employment. Eligible employees must be full-time, work an average of 30 or more hours per week, and employed by the same employer for 1 year without a break in service. The law applies to any private sector business entity that employs 50 or more employees, or any city, town, or municipal agency that employs 30 or more employees, or any executive, legislative, and judicial branches, or department or agency of the State of Rhode Island that employs any employees. [General Laws of Rhode Island, Title 28, Chapter 5, Section 28-5-38 and Chapter 48, Sections 28-48-1 through 28-48-4]

Additionally, Rhode Island has a temporary disability insurance law that provides partial salary replacements (see Table 2) for nonwork-related disabilities, including childbirth and pregnancy-related conditions.

SOUTH CAROLINA. Covers State employees only. The law provides that an employee may use 8 days of earned sick leave to care for the illness of a child, spouse, parent, or legal guardian, and up to 6 weeks of earned sick leave to care for an adopted child after placement. For any extended period of disability due to the employee's illness, or maternity, exceeding the amount of accrued sick leave, the employee may apply for unpaid leave which, along with any paid leave that has been taken, shall not exceed 6 months. An employee has the option of using or retaining annual leave prior to unpaid leave. Employees on unpaid leave are entitled to be restored to the same position or one of comparable grade for which the employee is qualified. Eligible employees must be permanent and probationary full-time employees or permanent and probationary part-time employees who work at least one-half the workweek on a 12-month basis during the full school or academic year of 9 months or more for a State-administered educational facility. [South Carolina Code Annotated, Title 8, Chapter 11, Article 1, Sections 8-11-40, 8-11-41, and 8-11-155. Section 8-11-40 authorized the State Budget and Control Board to promulgate regulations to administer provisions of the section. These regulations provided for the use of leave for pregnancy, disability due to maternity, and for the illness of the employee. The 6 weeks for adoption and 8 days to care for ill family members is stipulated within Section 8-11-40.]

SOUTH DAKOTA. None.

TENNESSEE. Covers State and private sector employees. The law provides 4 months of leave for female employees for pregnancy and childbirth. At the discretion of the employer, leave may be paid or unpaid. The employee is entitled to be restored to her original or a similar position with the same status, pay, length of service credit, and seniority. The leave does not affect the right to receive vacation time, sick leave, bonuses, advancement, seniority, length of service credit, or programs for which she was eligible at the date of leave, and any other benefits or rights of employment. The employer is not required to provide for the cost of any benefits, plans, or programs during the leave unless the employer so provides for all employees on leave of absence.

Eligible employees must have been employed full-time by the employer for 1 year without a break in service. Employers with fewer than 100 employees are exempt. [Tennessee Code Annotated, Title 4, Chapter 21, Part 4, Section 4-21-408]

Covers State employees only. Thirty days of leave without pay is provided for the adoption of a child. Additional leave may be granted at the discretion of the appointing authority, but not to exceed 1 year. [Tennessee Code Annotated, Title 8, Chapter 50, Part 8, Section 8-50-806]

TEXAS. Covers State employees only. The law provides 6 weeks of leave for normal childbirth or adoption of a child. Employees may use any combination of available vacation leave, compensatory time, leave without pay (LWOP), or paid sick leave, if eligible. Another provision allows employees to take accumulated paid sick leave when pregnancy prevents the employee's performance of duty or when the employee is needed to care for the illness of an immediate family member, or for the employee's own illness. Employees who need time off for maternity/family reasons and who are not eligible for the preceding paid and/or unpaid entitlement may request LWOP. Granting of this LWOP by the agency is discretionary and all accumulated paid leave entitlement must be exhausted before granting unpaid leave. Any full calendar month in which an employee is on LWOP will not be counted in the calculation of total State service for purposes of longevity pay or vacation leave entitlement. However, any full calendar month of such leave without pay will not constitute a break in continuity of employment. Subject to employer approval, an employee on LWOP is guaranteed his or her job for a period of up to 1 year from the date the LWOP was granted. [Session Law, Chapter 19, Article V, Sections 8.2, 8.11, and 8.13 (Maternity/family leave provisions are included in the General Appropriations Act passed every 2 years to fund State agencies, colleges, and universities.)]

UTAH. None.

VERMONT. Covers State and private sector employees. The law provides 12 weeks of leave for the birth or adoption of a child, or to care for the serious illness of a child, spouse, parent, or to care for the serious illness of the employee. The employee may use accrued sick leave or vacation leave, not to exceed 6 weeks, consistent with existing policy, but is not permitted to utilize accrued vacation leave to extend the period of absence. The employee is entitled to be restored to the same or comparable job at the same level of compensation, employment benefits, seniority, or any other term or condition of employment existing on the day leave began. The employer is required to continue employment benefits during the leave, but may require the employee to pay the cost of the benefits. Eligible employees must have worked at least 30 hours per week for 1 year and without a break in service. Employers with fewer than 10 employees (for the birth or adoption of a child) and 15 (for the serious illness of the employee or family member) are exempt. [Vermont Statutes Annotated, Title 21, Chapter 5, Subchapter 4A, Sections 470 through 472]

VIRGINIA. Covers State employees only. Employers are required to provide 6 weeks of unpaid leave once every 2 years following the birth or adoption of a child. Employees may request use of accrued annual, sick, overtime, and compensator leave, before using unpaid leave. If an employee uses the accrued categories of paid leave, then the employer is required to provide only the number of unpaid work days which, when combined with the number of days of other leave taken, equal a total of 30 work days. Employers are required to continue paying the State's contribution to health care insurance premiums while employees are on leave. All other employee benefits are to be handled in accordance with those policies which govern them. Eligible employees must have been employed with the Commonwealth for at least 1 year. [Policy adopted by the Department of Personnel and Training pursuant to the authority provided in Virginia Code Annotated, Title 2.1, Chapter 10, Section 2.1-110]

WASHINGTON. Covers State and private sector employees. The law provides 12 weeks of leave during any 2-year period for the birth or adoption of a child, or to care for the terminal illness of a child. The leave may be unpaid. If paid leave is provided for fewer than 12 weeks, the additional leave added to attain the 12-week total may be unpaid. An employer may require an employee to use other types of leave before going on the leave provided by this law. The employee is entitled to be restored to the same position or one with equivalent benefits and pay at a workplace within 20 miles of the employee's original workplace. The employee does not lose any benefit, including seniority or pension rights that accrued before the date the leave commenced. The employer is not required to grant these benefits during any period of the leave. If during the leave the employee is not eligible for any employer contribution to medical or dental benefits under a collective bargaining agreement or employer policy, the employer is required to allow the employee to continue coverage, including any spouse and dependent, at the employee's expense. Eligible employees must have been employed by the same employer for a period of 1 year and have worked an average of 35 hours a week without a break in service. Employers with fewer than 100 employees are exempt. An employer may deny leave to up to 10 percent of the employer's key personnel. [Revised Code of Washington, Title 49, Chapter 49.78, Sections 49.78.010 through 49.78.901]

WEST VIRGINIA. Covers State employees only. The law provides 12 weeks of unpaid leave for the birth or adoption of a child, or to care for the illness of a child, spouse, parent, or dependent. The employee is entitled to unpaid leave following the exhaustion of all annual and personal leave. The employee is entitled to be restored to the original position, provided the employer may employ a temporary employee to fill said position during the period of leave. The employer may not reduce or deny any employment benefit or seniority which accrued to the employee before the leave commenced. The employer is not required to allow the accrual of any seniority or employment benefits during the leave. The employer must continue group health insurance coverage, provided the employee pays the premium costs. Eligible employees must be classified as permanent and must have worked for the employer for at least 12 consecutive weeks. [West Virginia Code Annotated, Chapter 21, Article 5D, Sections 21-5D-1 through 21-5D-9]

WISCONSIN. Covers State and private sector employees. The law provides 6 weeks of leave for the birth or adoption of a child; 2 weeks to care for the illness of a child, spouse, parent, legal dependent, and 2 weeks to care for the illness of the employee. The employee may not take more than 10 weeks for any combination of leave. While the employer is not required to provide paid leave, an employee may substitute paid, unpaid, or any other leave provided by the employer. Leave may be taken in separate time periods--even in increments of less than a day--at the employee's option. The employee is entitled to be restored to the original position, if the position is vacant when the employee returns. If the position is not vacant, the employee must be placed in an equivalent position, with comparable compensation, benefits, working shift, hours of employment, and other terms and conditions of employment. The employer may not reduce or deny an employment benefit which accrued before the leave commenced. If the employee continues making any contribution required for participation in any group health insurance plan, the employer must continue making group health insurance premium contributions as if the employee had not taken the leave. Eligible employees must have been employed by the employer for 1 year and have worked at least 1000 hours. Employers with fewer than 50 employees are exempt. [Wisconsin Administrative Code, ch. IND 86]

WYOMING. None.

TABLE 1
STATES AND JURISDICTIONS WITH MATERNITY/FAMILY LEAVE LAWS

<u>JURISDICTION</u>	<u>DURATION/DESCRIPTION</u>	
	<u>Private Sector Employees</u>	<u>State Employees</u>
Alaska	None	18 weeks/pregnancy, childbirth, adoption, illness of the employee or family member
California*	4 months/pregnancy disability, childbirth, adoption, illness of family member	Same as private sector, but up to 1 year/ pregnancy, childbirth, adoption
Colorado	Reasonable period/pregnancy, childbirth, adoption	Same as private sector
Connecticut	16 weeks (firms with 100 or more employees) 12 weeks (from 7/1/92 to 6/30/93, firms with 75 to 99 employees) 16 weeks (after July 1, 1993, firms with 75 or more employees)/childbirth, adoption, foster care, illness of the employee or family member; "reasonable leave of absence"/pregnancy disability	24 weeks/childbirth, adoption, illness of the employee or family member; "reasonable period"/disability resulting from pregnancy, childbirth
Delaware	None	6 weeks/adoption
District of Columbia	16 weeks/childbirth, adoption, foster care, illness of the employee, family member, or person sharing mutual residence and committed relationship	Same as private sector
Florida	None	6 months/childbirth, adoption, illness of family member
Georgia	None	12 weeks/childbirth, adoption, serious health condition of the employee or family member
Hawaii*	4 weeks/childbirth, adoption, illness of family member (effective 1/1/94); "reasonable period"/disability resulting from pregnancy, childbirth	Same as private sector, but became effective January 1, 1992

TABLE 1 (continued)
STATES AND JURISDICTIONS WITH MATERNITY/FAMILY LEAVE LAWS

<u>JURISDICTION</u>	<u>DURATION/DESCRIPTION</u>	
	<u>Private Sector Employees</u>	<u>State Employees</u>
Illinois	None	1 year/childbirth, adoption, illness of family member or household resident
Iowa	8 weeks/disability resulting from pregnancy, childbirth	Same as private sector, plus accrued sick leave for disability resulting from pregnancy, childbirth
Kansas	Reasonable period/disability resulting from pregnancy, childbirth	Same as private sector
Kentucky	6 weeks/adoption	Same as private sector
Louisiana	4 months/disability resulting from pregnancy, childbirth; 6 weeks/normal pregnancy, childbirth	Same as private sector
Maine	10 weeks/childbirth, adoption, illness of the employee or family member	Same as private sector
Maryland	None	12 weeks/childbirth, adoption, acquiring a foster child, illness of family member or legal dependent, or to care for a child under 14 years of age during periods of school vacation
Massachusetts	8 weeks/childbirth, adoption	Same as private sector
Minnesota	6 weeks/childbirth, adoption; same sick leave terms for employee illness applies to leave for the illness of a child; 16 hours/school conferences or classroom activities related to an employee's child	Same as private sector
Missouri	None	No leave required; however, if an employer permits leave for childbirth, adoptive parents entitled to the same

TABLE 1 (continued)
STATES AND JURISDICTIONS WITH MATERNITY/FAMILY LEAVE LAWS

<u>JURISDICTION</u>	<u>DURATION/DESCRIPTION</u>	
	<u>Private Sector Employees</u>	<u>State Employees</u>
Montana	Reasonable period/pregnancy and paid pregnancy disability	Same as private sector, plus sick leave for illness of the employee or family member, and 15 days of paid sick leave following childbirth, adoption
New Hampshire	Unspecified period (based on doctor's certification)/disability resulting from pregnancy or childbirth	Same as private sector
New Jersey*	12 weeks/childbirth, adoption, illness of family member	Same as private sector
New York*	No leave required; however, if an employer permits leave for childbirth, adoptive parents entitled to the same	Same as private sector
North Dakota	None	2 or 4 months (depends on eligibility)/childbirth, adoption, illness of family member
Oklahoma	None	12 weeks/pregnancy, childbirth, adoption, illness of a child or legal dependent
Oregon	12 weeks/childbirth, adoption, illness of family member; reasonable period/pregnancy, pregnancy disability	Same as private sector
Puerto Rico*	8 weeks/pregnancy, childbirth (4 weeks preceding and 4 weeks after childbirth; 12 additional weeks for postnatal complications after the 4 week period from the date of childbirth)	Same as private sector
Rhode Island*	13 weeks/childbirth, adoption, illness of the employee or family member	Same as private sector

TABLE 1 (continued)
STATES AND JURISDICTIONS WITH MATERNITY/FAMILY LEAVE LAWS

<u>JURISDICTION</u>	<u>DURATION/DESCRIPTION</u>	
	<u>Private Sector Employees</u>	<u>State Employees</u>
South Carolina	None	6 months/pregnancy, disability due to maternity, illness of the employee; 6 weeks/adoption; 8 days/illness of a family member
Tennessee	4 months/pregnancy, childbirth	Same as private sector, plus 30 days/adoption
Texas	None	6 weeks of any combination of accrued paid leave and LWOP/normal childbirth, adoption; accrued paid sick leave balance/pregnancy which prevents employee from performing duties, or for the illness of the employee or family member
Vermont	12 weeks/childbirth, adoption, serious illness of the employee or family member	Same as private sector
Virginia	None	6 weeks/childbirth, adoption
Washington	12 weeks/childbirth, adoption, terminal illness of a child	Same as private sector
West Virginia	None	12 weeks/childbirth, adoption, illness of family member or dependent
Wisconsin	6 weeks/childbirth, adoption; 2 weeks/illness of the employee; 2 weeks/illness of family member, legal dependent; no more than 10 weeks for any combination of leave	Same as private sector

*States offering temporary disability insurance (TDI) for pregnancy, with partial salary replacements (see Table 2 for TDI laws by jurisdiction).

TABLE 2
TEMPORARY DISABILITY INSURANCE

Jurisdictions with temporary disability insurance laws that provide partial salary replacements for nonwork-related disabilities, including childbirth and pregnancy-related conditions.

<u>Jurisdiction</u>	<u>Employee Contribution</u>	<u>Employer Contribution</u>	<u>Amount of Benefits</u>
California	1.25% of first \$31,000 annual earnings	None	Minimum = \$50 Maximum = 336/week, based on schedule
Hawaii	1/2 premium cost; maximum, \$2.78/week	Pays balance of costs	58% of average weekly wage; maximum set each year; \$323 in 1993
New Jersey	.5% of first \$16,000; maximum, \$80.53/year	Varies according to claims experience	2/3 average weekly wage; maximum, \$304
New York	.5% of earnings; maximum, \$.60/week	Pays balance of costs	50% of weekly wage; maximum, \$170
Puerto Rico	.3% of first \$9,000	Same	65% of average weekly wage; maximum, \$113; minimum, \$12
Rhode Island	1.3% of first \$38,000	None	4.2% of total wages in one quarter; maximum of \$374, plus dependant allowance

ENFORCEMENT AND/OR ADMINISTRATION

- Alaska:** State Department of Labor, P.O. Box 21149, Juneau, Alaska 99802-1149.
Phone: (907) 269-4900.
- California:** Title 2, Part 2.8, Chapter 6, enforced by Department of Fair Employment and Housing, 2000 O Street, Suite 120, Sacramento, California 95814.
Phone: (916) 445-9918.
- Title 2, Part 2.6, Chapter 2.5 administered by the Department of Personnel Administration, 1515 S Street, North Building, Suite 400, Sacramento, California 95814. Phone: (916) 324-0455.
- Temporary disability insurance claims** are filed with: the Health and Welfare Agency, Employment Development Department, Disability Insurance Benefits Branch, 750 N Street, Sacramento, California 95814. Phone: (916) 654-8198 or (916) 739-2944 for recorded information.
- Colorado:** State Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, Colorado 80202. Phone: (303) 894-2997.
- Connecticut:** Title 31, Chapter 557, enforced by the State Department of Labor, 200 Folly Brook Boulevard, Wethersfield, Connecticut 06109. Phone: (203) 566-4550.
- Title 5, Chapter 67, administered by the Department of Administrative Services, 165 Capitol Avenue, Hartford, Connecticut 06106. Phone: (203) 566-4720.
- Title 46a, Chapter 814c, enforced by the Commission on Human Rights and Opportunities, 90 Washington Street, Hartford, Connecticut 06101. Phone: (203) 566-3350.
- Delaware:** State Personnel Commission, Townsend Building, P.O. Box 1401, Dover, Delaware 19903. Phone: (302) 739-4195.
- District of Columbia:** Department of Human Rights and Minority Business Development, 2000 14th Street, 3rd Floor, Washington, D.C. 20009. Phone: (202) 939-8740.
- Florida:** Department of Management Services, 2737 Centerview Drive, Knight Building, Suite 110, Koger Executive Center, Tallahassee, Florida 32299-0950. Phone: (904) 488-2786.
- Georgia:** State Personnel Board, 200 Piedmont Avenue, Room 418W, Atlanta, Georgia 30334. Phone: (404) 656-2725.

- Hawaii:** State Department of Labor, Enforcement Division, Fair Employment Practices, 830 Punchbowl Street, Room 340, Honolulu, Hawaii. Phone: (808) 586-8770.
- Temporary disability insurance claims** are filed with the State Department of Labor and Industrial Relations, Disability Compensation Division, P.O. Box 3769, 830 Punchbowl Street, Room 210, Honolulu, Hawaii 96812. Phone: (808) 586-9188.
- Illinois:** Office of Central Management, 519 Stratton Building, Springfield, Illinois 62706. Phone: (217) 782-7638.
- Iowa:** State Civil Rights Commission, 211 E. Maple Street, 2nd Floor, Grimes State Office Building, Des Moines, Iowa 50319. Phone: (515) 281-4121 or (800) 457-4416.
- Kansas:** State Commission on Civil Rights, Landon Street Office Building, 8th Floor, 9100 S.W. Jackson Street, Suite 851, South, Topeka, Kansas 66612. Phone: (913) 296-3206.
- Kentucky:** Kentucky Labor Cabinet, Division of Employment Standards and Mediation, 1049 U.S. 127 South, Frankfort, Kentucky 40601. Phone: (502) 564-2784.
- Louisiana:** State Department of Labor, Commission on Human Rights, Room 244, 1001 North 23rd Street, P.O. Box 94094, Baton Rouge, Louisiana 70804. Phone: (504) 342-3076.
- Maine:** Commission on Human Rights, State House Station #51, Augusta, Maine 04333. Phone: (207) 624-6050.
- Maryland:** State Department of Personnel, 301 West Preston Street, Baltimore, Maryland 21201. Phone: (410) 225-4847.
- Massachusetts:** Commission Against Discrimination, 1 Ashburton Place, Boston, Massachusetts 02108. Phone: (617) 727-3990.
- Minnesota:** Department of Human Rights, 500 Bremer Tower, Minnesota Street and 7th Place, St. Paul, Minnesota 55101. Phone: (612) 296-5665.
- Missouri:** Labor and Industrial Relations Commission, Commission on Human Rights, 3315 West Truman Blvd., Jefferson City, Missouri 65109. Phone: (314) 751-3325.

- Montana:** Title 49, Chapter 2, Part 3, enforced by the Department of Labor and Industry, Human Rights Commission, 1236 6th Avenue, Helena, Montana 59624. Phone: (406) 444-2884.
- Title 2, Chapter 18, Part 6, administered by the Department of Administration, Personnel Division, Room 130, Sam W. Mitchell Building, Helena, Montana 59620. Phone: (406) 444-3871.
- New Hampshire:** Commission for Human Rights, 163 Loudon Road, Concord, New Hampshire 03301. Phone: (603) 271-2767.
- New Jersey:** Department of Law and Public Safety, Division on Civil Rights, 383 W. State Street, Trenton, New Jersey 08625. Phone: (609) 292-4605.
- Temporary disability insurance claims** are filed with the State Department of Labor, Division of Unemployment and Disability Insurance, CN058, 10th Floor, John Fitch Plaza, Trenton, New Jersey 08625. Phone: (609) 292-2460.
- New York:** Executive Department, Division of Human Rights, 55 W. 125th Street, New York City, New York 10027. Phone: (212) 870-8400.
- Temporary disability insurance claims** are filed with the State Workers' Compensation Board, Disability Benefits Bureau, 100 Broadway-Menands, Albany, New York 12241. Phone: (518) 474-6680.
- North Dakota:** State Department of Labor, 600 East Boulevard, 6th Floor, State Capitol, Bismark, North Dakota. Phone: (701) 224-2660.
- Oklahoma:** Office of Personnel Management, Jim Thorpe Building, 210 N. Lincoln Boulevard, Oklahoma City, Oklahoma 73150. Phone: (405) 521-2177.
- Oregon:** Bureau of Labor and Industries, Civil Rights Division, State Office Building, 1400 SW 5th Avenue, Portland, Oregon 97201. Phone: (503) 229-5841 or (800) 452-7813.
- Puerto Rico:** Department of Labor and Human Resources, Anti-Discrimination Unit, 505 Munoz Rivera Avenue, Hato Rey, Puerto Rico 00918. Phone: (809) 754-5292.
- Temporary disability insurance claims** are filed with the Department of Labor and Human Resources, Bureau of Employment Security, Disability Insurance Program. Same address as above. Phone: (809) 754-2146 or 754-2147.

- Rhode Island:** State Department of Labor, Division of Labor Standards, 220 Elmwood Avenue, Providence, Rhode Island 02907. Phone: (401) 457-1808.
- Temporary disability insurance claims** are filed with the State Department of Labor, Temporary Disability Insurance Division, 101 Friendship Street, Providence, Rhode Island 02903. Phone: (401) 277-3630.
- South Carolina:** State Budget and Control Board, Division of Human Resource Management, 1201 Main Street, Suite 1000, AT&T Building, Columbia, South Carolina 29201. Phone: (803) 737-0940.
- Tennessee:** Title 4, Chapter 21, Part 4, enforced by the Tennessee Human Rights Commission, Cornerstone Square Building, Suite 400, 530 Church Street, Nashville, Tennessee 37243. Phone: (615) 741-5825.
- Title 8, Chapter 50, Part 8, administered by Tennessee Department of Personnel, Employee Relations Division, Second Floor, James K. Polk Building, 505 Deaderick Street, Nashville, Tennessee. Phone: (615) 741-1646.
- Texas:** Classification Office, State Auditor's Office, P.O. Box 12067, Austin, Texas 78711-2067. Phone: (512) 479-4880.
- Vermont:** Office of the Attorney General, 109 State Street, Montpelier, Vermont 05609-1001. Phone: (802) 828-3171.
- Virginia:** Department of Personnel and Training, James Monroe Building, 101 N. 14th Street, Richmond, Virginia 23219. Phone: (804) 225-2314.
- Washington:** State Department of Labor and Industries, 925 Plum Street HC710, Olympia, Washington 98504. Phone: (206) 753-3475.
- West Virginia:** Division of Labor, Wage and Hour Section, Capital Complex, Building 3, Charleston, West Virginia 25305-0570. Phone: (304) 558-7890.
- Wisconsin:** Department of Industry, Labor and Human Relations, Equal Rights Division, P.O. Box 8928, Madison, Wisconsin 53708. Phone: (608) 266-6860.

U.S. Department of Labor
Office of the Secretary
Women's Bureau
Washington, DC 20210

Official Business
Penalty for Private Use \$300

M-020